
Employer:	St Stephen's Ealing Parochial Church Council
Responsible to:	Vicar
Responsible for:	Volunteer youth leaders
Liaises with:	Cool Christians Co-ordinators, Safeguarding officer, Children's Champion(s)
Hours:	20 hours per week including Sundays, and some Saturday and evening work

Main purpose:

To help older children and young people at St Stephen's come to faith and grow in their relationship with Jesus by taking responsibility for the oversight, implementation and growth of youth work.

Summary of main responsibilities:**1. Strategy and vision**

- Work with the Vicar and Leadership Team to ensure a planned and integrated approach to youth work, aligned to the church's own vision, values and mission action plan
- Review and refresh the vision and principles for this ministry
- Gain an awareness of different models and ideas for developing youth work.

2. Youth ministry

- Plan and oversee the running of the Sunday youth group (age 11-18) and have a particular involvement with older children (age 9-11) as they approach the age of the youth group
- Plan and help to run mid-week youth activities including youth cells
- Run Youth Alpha or equivalent at appropriate times during the year
- Help young people to grow in faith through worship, prayer, Bible reading etc
- Organise and take young people to appropriate events and/or camps such as Soul Survivor, along with volunteers from the church community
- Organise regular events for young people – both social and to raise awareness of social justice and environmental issues
- Provide pastoral support for young people
- Encourage young people in their involvement in the wider church life such as taking on roles in the main services, children's work, worship bands and social events
- Recruit, train, and mentor volunteer youth leaders, helping them to develop
- Fully comply with our Safeguarding Policy and ensure all DBS checks and other compliance arrangements, including risk assessments and health and safety requirements, are regularly reviewed and up to date
- Manage the youth work budget, within agreed limits.

3. Other expectations:

- Take a full part in the Leadership Team of the church and be involved in all aspects of church life but in particular to represent the interests of young people
- Attend church on Sundays, mid-week prayer meetings and other key events/festivals
- Be involved with other church events, and assist with set up and-clear up
- Liaise with children's work leaders and attend planning meetings
- Work to their own interests and strengths – setting up new initiatives according to their gifts
- Encourage good practice and high standards in all areas.
- Be a role model for children and young people, demonstrating high standards of personal conduct
- Be an ambassador for the Christian faith and St Stephen's Church in the community
- Any other appropriate responsibilities/tasks as required by the Vicar.

The ideal candidate will have the following:

Experience:

- helping young people explore the Christian faith; leading them to Christ and discipling them in their journey of faith
- organising and leading youth events, youth cells and worship
- managing volunteers

Knowledge:

- Knowledge of Safeguarding policies and procedures
- Knowledge of Health and Safety issues in relation to working with young people
- Awareness of the needs and issues affecting young people today, eg cyberbullying

Skills and Abilities:

- plan and deliver youth activities including new initiatives
- work with minimum supervision and to self-organise in order to manage the workload efficiently
- work as part of a team
- recruit, train, supervise and motivate a team of volunteers
- see potential in young people and to nurture and empower them
- establish positive and productive relationships with young people and their parents
- communicate verbally and in writing with a range of different audiences (young people, professionals, church members etc), including active listening and empathy
- manage a budget
- use a variety of computer programmes
- use social media in an appropriate way, within defined boundaries, to communicate with young people and to promote the activities

Qualifications:

- Relevant youth work qualification and/or experience in youth work
- First Aid at Work certificate or willingness to receive training on acceptance of the post.

Other requirements:

- A committed Christian with a lively personal faith
- The flexibility to work evenings and weekends
- Disclosure and clearance under the DBS scheme

There is a Genuine Occupational Qualification that this post must be filled by a Christian.

Additional Information

St Stephen's is a growing, Anglican church in Ealing, West London. Our vision is expressed as:

Growing Together - Worshipping Jesus - Reaching Others.

Our Mission Action Plan (available on our website) is based around four priority areas designed to help us grow, spiritually and in size: Discipleship; Worship and Prayer; Children and Young People; Outreach. The new Youth Worker will be committed to these priorities in order to see the growth and extension of Christ's church.

There are currently 203 Church members (over 16s) on our Electoral Roll. Our main Sunday morning services average about 170 people: 50 at our 9am traditional service, and 120 (including children and young people) at our 10.30 informal service. Fortnightly in term time we are currently running Open to God on Sunday evenings, a celebration service with extended sung worship, teaching and prayer ministry and attracting between 20 and 30 people.

In recent years the church has grown and the worshipping life of the church has changed. From a single main Sunday morning service we have moved to two main services which both contrast and complement each other. The 9am service is more formal with robes, organ and hymns and always follows the traditional pattern of Common Worship Communion. The 10.30am informal service is predominately band led and liturgy light with Communion three times a month and an All Age Service on the first Sunday. Our youth and children's work takes place at the 10.30am service.

This new role of Youth Worker has been created to ensure that we help young people explore the Christian faith and own it for themselves; leading them to Christ and discipling them in their journey. Whilst this person will be expected to work with all ages of youth initially we will expect them to work across the boundary of children/youth work to grow a new generation of committed young people. This will also involve strategic oversight for the development of our Youth strategy.

The person appointed will be managed directly by the Vicar. Current paid staff in post are a part time Worship Minister, a part time Communications Manager and a Centre Manager. Other key leaders include a Curate, an Associate Minister, a Licensed Lay Minister, two Churchwardens and a Special Events Coordinator.

The Church building is located in St Stephen's Road, Ealing, W13 8HB. The Church is attached to the Church Centre which has facilities that are used by outside organisations as well as the church. The Centre Manager, who lives on site is employed to manage the Centre bookings, and arrange the day to day maintenance of the building.

St Stephen's has a reputation for being a happy and welcoming Church and you will have a key role in enhancing that reputation.

Benefits

What we will provide

- Salary of £13,143 – £15,428 per annum depending on skills and experience, (based on £23,000 - £27,000 for a full time week of 35 hours) paid monthly in arrears
- 20 hours per week with some flexibility on hours although we expect you to work core hours on Sunday and major Christian festivals. The role will require weekend and evening work, and residencies or festivals away
- Annual Leave, pro rata equivalent to 5 weeks plus bank holidays
- Pension scheme
- A supportive, environment that encourages you to enjoy your role and ensures you are treated with respect and courtesy
- Regular meetings with your supervisor to review your work and to discuss future plans
- Opportunity to be linked up with a mentor in the local area
- Opportunities to attend relevant training (safeguarding training essential and to be refreshed every 3 years)
- Help you find appropriate accommodation in the area
- Help you find additional part time work in the locality if you want this to supplement your income.

It is possible that the job and the number of hours required may increase as the Church continues to grow.

Safeguarding

- We take the safety of everyone within the church very seriously and expect that everyone, including volunteers, will work within our safeguarding policy. In particular, the church expects that anyone who becomes aware of a safeguarding risk or actual abuse, will report it immediately to the Church Safeguarding Officer and / or the vicar.
- We are committed to safeguarding and promoting the welfare of all those who are vulnerable. We expect all of our staff and volunteers to share this commitment. This post is subject to a Disclosure and Barring Service disclosure and identity check which will be renewed at least every five years.